**Sample Engagement Survey Questions**

**Sample Likert Scale Questions (From strongly agree to strongly disagree)**

1. Individuals on our team take the initiative to help one another when the need arises.
2. My direct supervisor, or someone at work, cares about me as a person.
3. My peers are committed to doing quality work.
4. My peers and I have strong working relationships.
5. I am proud to be a part of this team.
6. Over the past year, I have had opportunities at work to learn and grow professionally.
7. I am encouraged to share my ideas.
8. My direct supervisor and I have a strong working relationship.
9. My supervisor(s) recognize and acknowledge strong job performance.
10. My direct supervisor gives me adequate guidance to do my job well.
11. Supervisors and employees trust one another on our team.
12. I can see a clear connection between the work I do and the success of the University.
13. In the last six months, someone at work has talked to me about my progress.
14. Communication between my team's leadership and employees is good.
15. Our team culture fosters a comfortable and supportive work environment.
16. I see myself working in this division a year from now.
17. I see myself working in this division five years from now.
18. When I have a suggestion, it is taken seriously.
19. I would refer someone else to work on our team.
20. I believe I can share my thoughts and opinions openly without fear of repercussions.
21. Our team members proactively identify challenges and opportunities.
22. I am happy with the culture of my team.
23. I clearly understand what is expected of me when it comes to my goals and objectives.
24. I am pleased with the career advancement opportunities available to me.
25. My team's work positively impacts people's lives.
26. I trust the leaders of my team to set the right course for our success.
27. My work challenges me and aids in my development.
28. I am inspired to meet my goals at work.
29. I am happy at work.

**Sample Free Forms Questions**

1. What do we need to change in our team or our division?"
2. How can we improve engagement, workplace satisfaction and/or improve our team members' ability to do their jobs effectively?
3. How can we improve communication among our team or division?